

The Influence of Leadership on Organizational Behavior of Citizenship, Satisfaction and Work Commitment to SDA's Employees and Workers in the North Minahasa and Bitung Mission

Fryddy Djoko Siono and Joula Sherly Supit
Universitas Klabat

Abstract

Leadership is the way how a leader directs, arranges, and even influences all the elements in the group to reach the goal. A leader has an important role to achieve maximum employee performance results. The influence of leadership behaviors will build trust, inspire, envision, encourage creativity and emphasize development to positively affect the affective commitment of employees. Employees who are committed to high responsibility will be willing to give all their ability because they feel they have an organization that will make employees feel useful and comfortable to be in the organization. The purpose of this study was to determine the influence of leadership on organizational behavior citizenship, determine the influence of leadership on work commitment and job satisfaction, especially among 70's Pastors, office staff, and mission workers in the North Minahasa and Bitung Mission. These results indicate that variables which influence leadership have a positive and significant effect on the variable citizenship organizational behavior, commitment and job satisfaction.

Keywords: *leadership, organization citizenship behavior, job satisfaction and commitment*